

FY 2005 WORK OBJECTIVES

FORESTRY & TRUST LAND MANAGEMENT DIVISIONS

September 24, 2004



OVERALL DIVISION OBJECTIVES

1. Personnel Management

- a. Develop a work environment that fosters cooperation, trust, motivation, and job growth.
- b. Coach, develop, and mentor employees.
 - 1) Provide leadership training opportunities to employees to promote professional development.
 - 2) Provide technical training opportunities to employees to promote job competency.
 - 3) Recognize outstanding performance in a timely manner.
 - 4) Identify candidates for annual awards recognition by May 15, 2005.
 - 5) Promote accountability of all employees through appropriate use of incentive and disciplinary measures.
 - 6) Complete all performance appraisals and career development plans by December 31, 2004.
- c. Continue to refine Pay Plan 20 to encourage future movement toward market.
- d. Complete Strength of Workplace Questionnaire – improve scores above last time particularly with regard to accountability and employee praise.

2. Resource Management

- a. Obey the law and accomplish all statutorily mandated requirements.
- b. Diversify trust land portfolio.
 - 1) Current classified acres: 79% grazing, 11% agriculture, 9% timber, <1% other.
 - 2) 2030 Objective: 68% grazing, 20% agriculture, 10% timber, 2% other.
 - 3) 2005 Objective:
 - a) Break 380 acres of classified grazing land and convert to classified agriculture.
 - b) Sell 3,000 acres of trust land (primarily grazing).
 - c) Reclassify 640 acres of timber and grazing land to "other" to capture highest and best use.
 - d) Purchase 1,500 acres of agricultural land through land banking.

- c. Improve rate of return from trust lands
 - 1) Maintain or limit increases in operational costs.
 - 2) Allocate personnel to programs to promote highest return from land while meeting statutory obligations.
 - 3) Implement new programs to increase revenue opportunities.
 - a) Participate fully in CBM development in southeastern MT.
 - b) Implement new sustained-yield calculation.
 - c) Develop high-potential commercial and residential properties.
 - d) Utilize land banking to dispose of poor performing properties, while acquiring higher producers.
 - e) Monitor new recreational use agreement with DFWP to ensure actual increases in revenue are consistent with projections.
 - f) Seek passage of new legislation (forest leasing, log sales, selling development rights) to promote new tools for generating revenue.
- d. Protect the state's natural resources from wildfire, insect pests, and disease.
- e. Sustain or improving the natural resources of private forest land for the good of all Montanans.
- f. Promote and supporting conservation practices on all lands in Montana.
- g. Enforce the state's forest practices laws in a manner that is both fair and consistent to all parties, and that complies with the intent of the legislation.
- h. Encourage the maintenance, planting, and management of trees and shrubs in Montana communities.

3. Strategic Planning

- a. Complete Real Estate Management Programmatic EIS.
- b. Complete development of draft HCP. Final EIS to be completed by FY07.
- c. Complete Return on Asset Report for FY05.
- d. Initiate TLMD strategic plan.

AGRICULTURE AND GRAZING MANAGEMENT BUREAU

1. Complete field inspections for 2005 lease renewals and submit completed Field Evaluation Forms to Bureau by November 1. [This is a statutory requirement under §77-6-101, MCA.]
 - CLO – 428 Tracts – (Bozeman Unit – 34 tracts, Conrad Unit – 197 tracts; Dillon Unit – 125 tracts and Helena Unit 72 tracts.
 - ELO – 194 Tracts.
 - NELO – 524 Tracts – (Glasgow Unit -216 tracts; Havre Unit – 76 tracts; and Lewistown Unit – 232 tracts).
 - NWLO – 8 Tracts – (Kalispell Unit – 3 tracts; Plains Unit – 5 tracts; Stillwater Unit – 0 tracts.
 - SLO – 101 Tracts.
 - SWLO – 36 Tracts – (Anaconda Unit – 16 tracts; Clearwater Unit – 10 tracts; Hamilton Unit – 5 tracts; and Missoula Unit – 5 tracts).
 - Overall Total – 1291 Tracts.
2. Review and approve/disapprove Farm Program Direct & Counter-Cyclical contracts. (CCC-509 forms) [Farm program payments annually generate over \$1,000,000 to the trusts.]
3. Prior to contract expiration & each new enrollment period, contact lessees with expiring CRP contracts and outline management options for these lands. [CRP payment annually generate over \$2,000,000 to the trusts.]
4. Manage County Cooperative Weed Agreements and prioritize weed management projects for the monies available to the Area Offices. [Cooperative Weed Management Agreements are required under §7-22-2151, MCA, and control of noxious weeds is required under §7-22-2116, MCA.]
5. Identify and initiate corrective action to lease problems such as weeds, pests, grazing management, etc.
6. Investigate and recommend or take corrective action to lease violations such as illegal breaking, illegal subleasing, etc.
7. Document crops, yields and aftermath grazing during field season. Confirm payments received on Production Reports.
8. Review and recommend or approve cash leases when requested or identified by staff.
9. Investigate, evaluate and process applications for improvements.
10. Investigate, evaluate and process applications for assignments.

FOREST MANAGEMENT BUREAU

1. Forest Product Sales

- a. Prepare and offer approximately 53.2 million board feet of timber for sale, per 77-5-223, MCA. Sale packages from each area shall be submitted to Forest Management Bureau no later than 30 days prior to presentation to the Land Board.
- b. Provide technical and procedural support, training to area offices.
- c. Maintain efficient and timely flow of timber sale revenue to all appropriate accounts.
- d. Coordinate and implement all monitoring programs as required under ARM 36.11.401 through 36.11.450, including completing 5-year SFLMP monitoring report.
- e. Provide training and technical support for implementation of TLMS.

2. Sustained Yield Calculation

- a. Complete legislatively mandated annual sustainable yield calculation by November 1, 2004.
- b. Produce deliverables within established project timelines.

3. Habitat Conservation Plan

- a. Coordinate HCP Planning Team and Parametrix in the preparation and negotiation of HCP/ EIS.
- b. Develop and implement communication plan for public, inter/intra agency and Land Board.
- c. Produce deliverables within established project timelines. Complete draft HCP.

4. Forest Inventory

FM, NWLO, SWLO - Provide GIS software, inventory and cruising training and support to field offices throughout TLMD. (FM--# of training sessions, # of user group meetings, list of training attendees.)

5. Ecological Services

- a. Complete prescribed FI projects within allocated budgets, in response to budget constraints, in accordance with treatment plans and hazard reduction standards, road acquisition and road maintenance plans. (Acreage completed and costs by treatment type.)
- b. Maintain and monitor Rights of way acquisition programs in Reciprocal Access, FRTA, FLPMA, and/or cost-share programs.

6. SB411 Return on Asset Report

- a. Provide data for the return on asset calculation as required by SB411.
- b. Complete Return on Asset Report by November 15, 2004.

MINERALS MANAGEMENT BUREAU

1. Review land management and process metalliferous and non metalliferous leases and applications for licenses for non-mechanized prospecting. (# of applications processed)
2. Conduct surface inspections and process bond release on expiring mineral leases, permits and licenses. (# of bonds released)
3. Review land management and process applications for sand and gravel permits. (# of applications processed)
4. Issue SVPs and test permits for gravel as necessary per field office discretion. (# of permits issued)
5. Evaluate surface impacts and process applications for seismic permits. (# of applications processed)
6. Review land management and process applications for O&G leases. (# of applications processed)
7. Complete archeological survey and core hole drilling for Otter Creek coal tracts.
8. Assist MMB as requested in the inspection of O&G leases and improvements **(a) non-CBM & (b) CBM**. (No. Assists)
9. Review proposed mineral activities and prepare appropriate MEPA document or provide comments for MMB document. (# of MEPA documents)
10. Assist the MMB in identifying and resolving minerals management problems. (No. Corrective Actions Undertaken)
11. Assist the MMB as necessary to ensure mineral reclamation on state-owned surface is consistent with surface management objectives. (No. Assists)
12. Identify and request through MMB staff, training needs related to mineral activities.
13. Prepare narrative accomplishment summary as needed to document activities/accomplishments not covered in statistics compiled above by MMB and field office.

REAL ESTATE MANAGEMENT BUREAU

1. Lease Management

- a. Inspect all cabin/homesite & special leases/licenses currently up for renewal review and/or areas in decline. Complete evaluations of inspections by August 1 for the leases up for renewal. NWLO and SWLO will administer their renewals. CLO, ELO and NELO must submit inspection reports to SUMB along with any required supplemental lease stipulations by 10/1. SWLO to re-inspect problem leases and send notices. (# of inspections completed)

SWLO – 39	CLO - 8
NWLO – 44	ELO - 0
NELO – 11	SLO – 8

- b. SWLO - Investigate and remove boat docks in trespass on Seeley Lake.

2. Special Use Development

- a. Participate in the Real Estate Management Advisory Committee and associated working groups. Funds will be allocated to the Land Offices based upon the priorities established by a working group. The working group consisting of Land Office representatives and Bureau Chief identified projects statewide, prioritize the projects considering short and long term returns and completion timelines.
- b. Assist with the development and implementation of rules for commercial leasing as a result of Senate Bill 137. (Date rules completed _____).
- c. REMB PEIS – Planning Team participate in the public meetings, response to comments. Complete FEIS and ROD. Implement REMB Management Plan.
- d. Participate in all City/County Growth policies that affect state land within Area Office boundaries.

- 1) NWLO – Complete the amendment to the Whitefish Growth Policy.

3. Real Estate Management

Land Banking – Participate in the Land Banking Advisory committee to develop policy and procedures for the implementation of Land Banking. Assist Bureau staff in processing sale and acquisition applications.

4. Land Exchange

SWLO, Area Office - Lolo National Forest, Rivers Network, Nature Conservancy, Creech.

5. Easements

- a. ELO, Bureau - Process Tongue River Railroad.
- b. Process applications for historic r/w, and all other acquisitions. 60-90 days.

FIRE MANAGEMENT BUREAU

1. **Equipment Development Program**
 - a. Provide safe and efficient fire equipment.
2. **Fire Prevention Program**
 - a. Eliminate preventable wildfires and reduce loss, with special emphasis on wildland/urban interface areas.
3. **Fire Pre-Suppression and Suppression Programs**
 - a. Safely, economically and efficiently protect life and property from damage by wildfire. Control 95% of all direct protection fires at 10 acres or less.
4. **Fire Training Program**
 - a. Provide for employee and cooperator development to accomplish job performance requirements.
5. **Fire Administration**
 - a. Complete updates of annual operational plans per new six-party Cooperative Agreement (FS/DOI/DNRC). Determine existing offset acreage between the USFS/BLM/FWS and DNRC.
 - b. Continue the preparation of DNRC Fire & Aviation Programmatic Plan.
 - c. Complete legislative Audit Division Programmatic and Financial audit of the Fire and Aviation Program.
 - d. Participate in DNRC's Fire Career Development/Employee Orientation Task Force.
 - e. Complete 2003 FEMA and Fire Billing Packages.
 - f. Continue tracking daily estimated fire costs using the MT-CARS system.
 - g. Analyze a Fire Advisory Committee from external agencies to help guide DNRC's Fire and Aviation Program.
 - h. Minimize the cost of fires in DNRC by following recommendations of the National Association of State Foresters (NASF) July 1, 2000 report: "Cost Containment on Large Fires," the National Association of Public Administrators (NAPA) Report and the NRCG 2003 Cost Containment Review.
 - i. Review potential protection exchange with the Beaverhead/Deer Lodge National Forest, Dillon Unit, and the Lolo National Forest.
6. **Volunteer Fire Assistance (VFA) Program**
 - a. Provide grants to volunteer fire departments to improve their firefighting capability.

7. **Air Operations Program**

- a. Manage the fire aviation program per Air Operations (1500) Manual to provide safety and effective aviation support.

8. **National Fire Plan**

- a. Complete work on existing National Fire Plan grant projects, closeout and final reporting.
- b. Implement new, approved National Fire Plan Projects.
- c. Develop project(s) and submit grant applications(s) for National Fire Plan cost share projects.

SERVICE FORESTRY BUREAU

1. **Statewide Service Forestry Priorities For Fiscal Year 2005**

- a. Complete all HRA, SMZ, BMP regulatory actions or requirements in a timely manner.
- b. Build vacancy savings in Slash and Forest Practices programs when possible while maintaining Area ability to meet Priorities 1 and 2.
- c. Strengthen knowledge and relationships between Bureau and Field staff, specifically with regard to Urban and Community Forestry and the State Nursery.
- d. Expand Nursery Customer base as opportunities arise.
- e. Work with Area Offices to address workload issues generated by Federal grants program.

2. **Forest Practices Program**

- a. Ensure Streamside Management Zones (SMZs) are protected during timber harvesting operations through SMZ law compliance and Best Management Practices (BMPs) application.

3. **Private Forestry Assistance**

- a. Ensure private forestlands are well managed by providing information, education and assistance.

4. **Hazard Reduction Program**

- a. Ensure that the fire hazard created by logging slash and debris on private lands is abated in accordance with Montana law (76-13-Sections 401through415) and DNRC policies and procedures.

5. **Community Forestry Program**

- a. Promote active community forestry programs in Montana communities.

6. **Forest Health Protection**

Goal: Report forest health information accurately and in a timely fashion.

- a. Report forest health information accurately and in a timely fashion.
- b. Recommend appropriate management prevention, suppression or eradication measures.
- c. Assist and educate client groups about forest insects and diseases.

7. **Nursery**

- a. Produce, sell and deliver high quality plants for reforestation of state lands and for conservation plantings on other lands in Montana.
- b. Assist Land Office staff with private forestry assistance for reforestation, windbreaks/shelterbelts and other conservation or forestry practices.

- c. The genetic quality of stock is improved through continued development of on-site, seed production stands, and by acquiring known genotypically or phenotypically improved seed sources.
 - d. Nursery management will ensure a sustainable nursery operation.
- 8. **Forest Stewardship**
 - a. Forest Stewardship and federal cost share programs are delivered according to the stewardship 5-year plan and federal program regulations. The programs are delivered in cooperation other with other agencies and organizations through the Montana Stewardship Steering Committee (MFSSC).
- 9. **Resource Conservation & Development (RC&D)**
 - a. Forestry-related services requested of DNRC by RC&D areas are effectively delivered commensurate with federal financial assistance available. (Program delivered by SWLO. See SWLO objectives for details.)
- 10. **Fuels For Schools (FFS)**
 - a. Work in partnership with the USFS State and Private Forestry, participating RC&Ds and DNRC RC&D and Service Foresters to develop and implement a programmatic strategy for the Montana Fuels For Schools Program.
- 11. **Service Forestry Administration**
 - a. Develop and maintain Service Forestry programs and policies.
 - b. Facilitate accomplishment of Area Service Forestry Programs; report and publicize accomplishments.

CENTRAL LAND OFFICE

1. Fire and Aviation Management

- a. Hold 95% of direct protection full suppression fires to less than 10 acres.
- b. Continue the statewide prevention and education program to combat escaped debris burning fires.
- c. Inspect all direct protection, cache support and County Coop equipment to operate safely as specified on F1006. Complete spring equipment and vehicle inspections.
- d. Complete comprehensive fire reports per guidelines and submit to suppression section.
- e. Complete development of replacement type 6 engines for direct protection and County Coop Program as negotiated with Fire Bureau.
- f. Within DNRC direct protection, establish guidelines that allow DNRC to mutual aid and/or pay local governments for fire suppression actions taken by them at the request of DNRC within DNRC and joint jurisdictions.
- g. Develop Type III incident management team capability.
- h. Conduct training for permanent and seasonal personnel to provide DNRC with highly trained and qualified firefighters.
- i. Conduct Basic and Intermediate Wildland Firefighter and other training for County-State Cooperative fire program.
- j. Complete updates of annual operating plans per new six-party agreement.
- k. Continue tracking daily estimated fire costs using MT-CARS system or its substitute.

2. Agriculture and Grazing Management

- a. Complete field inspections for 2005 lease renewals (428 tracts) and submit completed Field Evaluation Forms to AGMB by November 1.
- b. Submit any required supplemental lease stipulations to AGMB by February 28. (# of inspections completed).
- c. Document crops, yields (when possible) and aftermath grazing during field season. Confirm payments received on Production Reports.
- d. Investigate and recommend (or take) corrective action to lease violations such as illegal breaking, illegal subleasing, etc.
- e. Identify and initiate corrective action to lease management problems such as weeds, pests, grazing management.
- f. Review and approve/disapprove Production Flexibility Contracts.
- g. Monitor existing farm program contracts (CRP and annual programs) and implement corrective action when necessary.

CENTRAL LAND OFFICE Continued

3. Minerals Management

- a. Evaluate surface impacts of applications and process metalliferous and non metalliferous leases and applications for licenses for non-mechanized prospecting.
- b. Review all proposed mineral activities and prepare appropriate MEPA document.

4. Real Estate Management

- a. Investigate, evaluate and process applications for easements within 60-90 days of receipt.
- b. Continue advertisement and leasing of lots within Lewis and Clark Subdivision.
- c. Prepare, advertise and lease the vacant commercial lot at the Belgrade interchange.
- d. Evaluate and process the city of Bozeman application for a city street easement and complete the preliminary planning for subdivision of the Mandeville tract.
- e. Evaluate and process applications for special recreational use.
- f. Review and approve requests to include state land in block management areas.
- g. Evaluate and process requests for open road designations.
- h. Complete a management LUL agreement with DFWP for the Madison River/Bear Trap corridor.
- i. Participate in the PEIS.

5. Forest Product Sales

- a. Prepare 2.7 MMBF of timber or other forest product equivalent for sale from CLO, with timber sale packages sent to Forest Management Bureau no later than 30 days prior to presentation to the Land Board.
- b. Provide direct input to the development of a Habitat Conservation Plan, especially as relates to the timber sale program. Assistance will include participation in the development of habitat strategies that provide listed species protection while enhancing or enabling timber harvest.

6. Forest Inventory

- a. Update maps and databases for stand level inventory and PI inventory databases. Send data and maps to Inventory Section Supervisor.
- b. Provide input to complete the Sustained-Yield recalculation requirement in Accordance with HB537.

7. Watershed Resource Management

- a. Implement Watershed Management - Monitoring Program as required under 36.11.424 ARM.

CENTRAL LAND OFFICE (Continued)

8. Ecological Services:

- a. Compile data on regeneration and survival surveys in accordance with 36.11.420 ARM.

9. Service Forestry

- a. Administer HRA program activities in compliance with state statutes.
- b. Reduce the number of expired HRA agreements.
- c. Minimize SMZ damage by providing technical assistance to private landowners and operators through pre-harvest site visits.
- d. Monitor insect and disease activities on state and private lands.

EASTERN LAND OFFICE

Personnel

1. Provide a safe work environment.
2. Maintain positive morale.
3. Provide training opportunities that advance professional skills.
4. Implement the TLMD / Forestry Division MOU regarding fire.
5. Prepare as per Programmatic item #16 below.
6. Hire new Land Use Specialists.

Programmatic

1. Prepare for fire season.
2. Respond to fire emergencies.
3. Participate in the Miles City Interagency Dispatch Center.
4. Respond to demand for state land mineral development.
5. Complete all lease appraisals (194 tracts).
6. Prepare at least 0.8 MBF timber for sale.
7. Take corrective action for lease violations including crop share.
8. Respond to violations of the SMZ.
9. Assure hazard reduction of slash.
10. Manage recreational use on trust land.
11. Implement ELO weed management program.
12. Assist in the implementation of land banking.
13. Promote nursery sales.
14. Maintain ELO, SLO and NELO involvement in community forestry program.
15. Assure completion of all other work objectives.
16. Prepare for the administrative transfer of Garfield and McCone counties from the NELO to ELO jurisdiction.

NORTHEASTERN LAND OFFICE

1. Personnel

- a. Provide a safe work environment.
- b. Maintain positive morale.
- c. Provide training opportunities that advance professional skills.
- d. Implement the TLMD / Forestry Division MOU regarding fire.

2. Programmatic

- a. Prepare for fire season.
- b. Respond to fire emergencies.
- c. Respond to demand for state land mineral development.
- d. Complete all lease appraisals – 524 tracts.
- e. Prepare at least 500 MBF timber for sale.
- f. Take corrective action for lease violations including crop share.
- g. Respond to violations of the SMZ.
- h. Assure hazard reduction of slash.
- i. Manage recreational use on trust land.
- j. Implement NELO weed management program.
- k. Participate in UMRBM RMP (Monument).
- l. Assist in the implementation of land banking – complete at least one sale transaction.
- m. Promote nursery sales.
- n. Engage in community forestry program.
- o. Assure completion of all other work objectives.

NORTHWESTERN LAND OFFICE

1. Personnel

- a. Provide safe equipment and a safe work environment for employees.
- b. Provide training opportunities that advance professional skills in all programs.
- c. Build and maintain positive morale.
- d. Provide assistance to the general public as necessary.
- e. Improve performance planning and evaluation for all employees and intervene early in personnel problems.
- f. Safely, economically, and efficiently protect life and property from damage by wildfire.

2. Legal Requirements

- a. Prepare 31 mmbf of timber to be offered for sale. (77-5-223).
- b. Administer all timber sales and permits.
- c. Development of state land for higher and better use. (77-1-601).
- d. Ensure Streamside Management Zones (SMZ) are protected during timber harvesting operations through SMZ Law compliance and Best Management Practices (BMP) applications.
- e. Ensure that the fire hazard created by logging slash and debris on private lands is abated in accordance with Montana Law (76-13-401 through 415).

3. Rules, Guidance & Policies

- a. Manage all programs within budget.
- b. Manage all programs within applicable rules and policies.

4. Applications

- a. Control 95% of all direct protection fires at 10 acres or less.
- b. Participate in the continuing development of the statewide Real Estate Management Plan.
- c. Work with Forest Management Bureau to develop the HCP.
- d. Complete field inspections and identify and initiate any corrective action necessary.
- e. Provide effective fire prevention program to reduce starts and reduce loss; special emphasis on wildland/urban interface areas.
- f. Inspect all cabin/homesite & special leases/licenses up for renewal.

NORTHWESTERN LAND OFFICE (Continued)

- g. Develop all reciprocal access and FRTA work with REMB.
- h. Ensure small private forestlands are well managed, due in part to current information, education and assistance given by DNRC professionals.
- i. Continue to work on easements, historic rights-of-ways, etc. as necessary.
- j. Continue annual road maintenance, R/W acquisition and maintenance activities.
- k. Continue BMP audits, water quality sampling, soil monitoring, etc.
- l. Continue issuing small volume permits and monitoring activity.
- m. Conduct tree improvement activities.
- n. Review all weed management plans as necessary.
- o. Administer new high value (>\$1,000) LUL requests.
- p. Complete work on National Fire Plan grant projects.
- q. Ensure that forestry-related services requested of DNRC by RC&D areas are effectively delivered commensurate with federal financial assistance available.
- r. Evaluate land exchange proposals generated by DNRC.
- s. Continue participation in Advisory Committees in all programs.
- t. Participate in city/county growth policy plans that affect DNRC.

SOUTHERN LAND OFFICE

1. Prepare for fire season, including inspection of vehicles.
2. Respond to fire emergencies.
3. Attend to questions and information search by fire auditors.
4. Manage politically sensitive issues crossing all programs.
5. Review of Coal Bed Methane projects.
6. Complete all lease renewals (101 tracts) by November 1st deadline.
7. Complete 7 county weed plans and follow-up on management of noxious weeds.
8. Complete requirements of Pine Summit timber sale.
9. Provide administrative assistance to lessees and general public on daily basis – follow-up to these calls and walk in traffic may vary depending on type of assistance required.
10. Develop our Transitional Lands (pending completion of PEIS) – prioritize projects and focus on moving forward best projects to show positive results and not become scattered by taking on too many at one time.
11. Pursue access to isolated state lands with high value.
12. Pursue R/W, LUL, and Improvement projects important to infrastructure of the state or management of state lease i.e. powerlines, pipelines, and roads.
13. Process gravel and other mineral requests.
14. Administer HRA, SMZ, and BMP programs.
15. Take corrective action on lease violations.
16. Provide Safety Training – One day/year at SLO with Water Resources & DEQ.
17. Pursue training needed to keep current with job demands i.e. GPS.
18. Complete fire program objectives tied to grant monies.
19. Provide fire training per county coop agreements.
20. Prioritize issuance of easements and LULs, i.e., Private Drive easements that provide little benefit to the state, but require a lot of time.
21. Issue/manage Trapping Licenses.
22. Issue Firewood and Pole Permits.

SOUTHERN LAND OFFICE--Continued

Varied Priority

Recreational Use Program – Priority varies greatly based on nature of the issues, SRULs and access to Billings tracts rate highest. Program demands a lot of time and energy for the revenue it generates but can be politically sensitive.

Participation in various working groups – dependent on impact to SLO and timely notice of meetings that allows us to schedule accordingly and participate.

Other program objectives.

These objectives were rated on potential to generate revenue to the school trust, protection of the resource, and mandated through statute or rule to be completed. Projects that generate little money and/or require a large investment of time for the return of money moved to the lower end of the objective scale.

SOUTHWESTERN LAND OFFICE

1. Personnel

- a. Conduct performance evaluations and intervene early in personnel problems.
- b. Provide a safe work environment.
- c. Build and maintain positive morale.
- d. Provide training opportunities the advance professional skills.

2. Fire and Aviation Management

- a. Maintain and manage the Federal Excess Property Program.
- b. Inspect and maintain all direct protection, cache support and county Co-op equipment to operate safely.
- c. Provide services as outlined in Area/Unit Prevention Plans and prevention sections of County Co-op Fire Plans.
- d. Safely, economically, and efficiently protect life and property from damage by wildfire. Control 95% of all direct protection fires at 10 acres or less.
- e. Work on an interagency basis to complete the Fire Planning Analysis System (FPAS) for DNRC direct and county coop protection.
- f. Conduct training for permanent and seasonal personnel to provide DNRC with highly trained, and qualified firefighters.
- g. Complete updates of annual operational plans.
- h. Complete legislative Audit Division Programmatic and Financial audit of the Fire and Aviation Program as it pertains to SWLO.
- i. Manage the Volunteer Fire Assistance (VFA) and Rural Fire Assistance (RFA) programs on SWLO.
- j. Manage the fire aviation program per Air Operations (1500) Manual to provide safety and effective aviation support.
- k. Manage work on National Fire Plan grant projects.

3. Overall Trust Land Administrative Assistance

Provide administrative assistance to lessees, cooperators, and the public.

4. Forest Product Sales

- a. Prepare 17.6 mmbf of timber to be offered for sale.
- b. Administer timber sale contracts and permits harvested.

SOUTHWESTERN LAND OFFICE Continued

- c. Implement all Forest Management Rules and continue training/development on TLMS.
- d. Assist with HCP Planning (Steve Kamps is SWLO rep with field foresters input).
- e. Participate on Forest Management Advisory Committee.
- f. Provide fiscal year end narrative accomplishment summary to document all activities.

5. Real Estate Management

- a. Inspect all cabin/homesite & special leases/licenses up for renewal (50) as well as those where we are having problems.
- b. Administer new high value (>\$1,000) LUL requests.
- c. Participate in the continuing development of the statewide Real Estate Management Plan, the Land Banking Program, and in city/county growth policy plan development.
- d. Continue marketing Reserve Street property.
- e. Continue working on the Lolo-DNRC exchange and Five Valley Land Trust exchange.
- f. Participate in land ownership planning in the upper Blackfoot w/ Blackfoot Challenge.
- g. Continue discussions in the Blackfoot regarding Conservation Licenses.
- h. Continue to work on granting easements, historic rights-of-ways, etc.
- i. Administer recreational use program on State lands in SWLO.

6. Agriculture and Grazing Management

- a. Complete grazing and agriculture field inspections (36 tracts) and identify and initiate corrective actions as necessary.
- b. Review/update all weed management plans as necessary.
- c. Implement integrated weed management activities as appropriate including biological controls.

SOUTHWESTERN LAND OFFICE Continued

7. Ecological Services

- a. Complete FI projects within budgets (planting, bloodmeal applications, pronone applications, regeneration surveys, thinning, burning, weed spraying, slash piling, site preparation). Collect cones and conduct tree improvement activities.
- b. Set up approximately 8 (2/unit) pre-commercial thinning projects (for future funding).
- c. Jon Hayes to serve as the Chair of the Inland Empire Reforestation Council.
- d. Develop/process all reciprocal access and cost/share work with REMB (focus on PCT).
- e. Continue annual road maintenance, road inventory projects, R/W acquisition, and issuing temporary road use permits.
- f. Continue monitoring programs including BMP audits, water quality sampling, soil monitoring, mid term grazing, snag retention, coarse wood debris recruitment ... to insure proper implementation of rules.
- g. Participate with coop watershed groups and develop TMDLs where necessary.

8. Forest Inventory

Continue all priority work necessary for database maintenance and use.

9. Minerals Management

Continue issuing small volume permits, conducting permit inspections and monitoring mineral activity.

10. Service Forestry

- a. Insure compliance with forest practices laws.
- b. Assist private forest landowners with forest management advice.
- c. Coordinate the effective delivery of forestry cost-share assistance.
- d. Assist local governments in development and enhancement of community forests.